

Department of the Interior
BUREAU: OFFICE OF SURFACE MINING

* Equal Opportunity Data Required to be Posted by the **NO FEAR ACT**
P.L. 107-174

Reporting Period: FY 1999-2003

Point of Contact: Jim Joiner

Date:

Formal Complaints

	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
# of complaints filed	13	10	5	8	2
# of individual filers	10	8	5	4	2
# of repeat filers	3	1	0	1	0

of Complaints by Basis of Discrimination

	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Race	5	4	3	5	2
Color	0	0	0	0	0
National Origin	1	1	0	1	0
Sex	8	2	0	2	0
Religion	1	0	1	0	0
Disability	3	0	1	0	0
Age	4	2	2	1	0
Reprisal	9	7	3	7	2
Non-EEO	0	0	0	0	0

of Complaints by Issues of Alleged Discrimination

	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Appointment/Hire	8	0	0	0	0
Assignment of Duties	0	2	0	1	0
Awards	0	1	0	1	0
Conversion to Full-Time	0	0	0	0	0
Disciplinary Action					
Demotion	0	0	0	0	0
Reprimand	0	2	0	0	0
Suspension	0	0	0	1	0
Removal	0	0	0	0	0
Other	0	0	0	0	0
Duty Hours	0	0	0	0	0
Evaluation/Appraisal	4	0	0	1	1
Examination/Test	0	0	0	0	0
Harassment					

a. Non-sexual	3	0	3	0	1
b. Sexual	0	0	0	0	0
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0
Promotion/Non-Selection	14	0	2	1	0
Reassignment					
a. Denied	0	0	0	0	0
b. Directed	1	0	0	0	0
Reasonable Accommodation	0	0	0	0	0
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	0
Termination	0	0	0	0	0
Terms/Condition of Employment	0	0	0	1	0
Time & Attendance	0	0	0	0	0
Training	1	0	0	0	0
Other	0	5	1	1	0

* Based on best available data

Average Processing Time of Pending Complaints -	FY 1999		FY 2000		FY 2001		FY 2002		FY 2003	
1. All complaints pending during fiscal year										
	#	APT	#	APT	#	APT	#	APT	#	APT
Investigation	13	146	15	120	9	236	9	149	3	236
Final Agency Action	14	848	2	494	7	981	9	657	1	1031
2. Complaints in which a hearing is not requested										
Investigation	1	391	0	0	1	149	1	142	0	0
Final Agency Action	3	216	3	67	2	66	2	69	1	23
3. Complaints in which a hearing is requested										
Investigation	0	0	0	0	0	0	0	0	0	0
Final Agency Action	4	50	7	31	5	28	5	26	0	0
# OF COMPLAINTS DISMISSED	FY 1999		FY 2000		FY 2001		FY 2002		FY 2003	
	#	APT	#	APT	#	APT	#	APT	#	APT
	2	478	1	308	2	103	3	319	1	72

NOTE:

- Pending EEO Counseling and average processing time for counseling activity has not been historically tracked in this manner during FY 1999 - 2003
- APT calculated using total processing days

Number of Complaints Filed Prior to Fiscal Year	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Pending Complaints Filed Before Fiscal Year	27	30	18	12	8
Number of Individuals	6	16	10	7	6
Number in Investigations	12	7	4	1	3
Number in FAD	1	7	0	0	2
Complaints Pending in Current Fiscal Year					
Number of Investigations over 180 days	0	1	0	3	2

FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION

		with a hearing FY 1999		without hearing FY 1999		with a hearing FY 2000		without hearing FY 2000		with a hearing FY 2001		without hearing FY 2001		with a hearing FY 2002		without hearing FY 2002		with a hearing FY 2003		without hearing FY 2003	
		TOTAL		0		0		0		0		0		0		0		0		0	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BASES	Race																				
	Color																				
	National Origin																				
	Sex																				
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